



**Strategic Plan  
2024-2027**

**Approved by the Board of Trustees on**

**June 11, 2024**

# Ritter Public Library Strategic Plan 2024-2027

## Mission

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Ritter Public Library anchors our community by providing information, entertainment, and welcoming spaces for all.

## Vision

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Illuminating your path to inspiration and enrichment.

## Values

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### Access

We are committed to providing equitable and sustainable resources, services, and facilities to all.

### Community

We cultivate a safe and collaborative environment dedicated to providing high-quality and reliable service.

### Innovation

We embrace change and foster a mindset of creativity and exploration.

### Intellectual Freedom

We support the right of individuals to access information and express ideas without censorship in an environment where diverse perspectives can be freely exchanged and respected.

### Lifelong Learning

We promote the continuous process of acquiring new knowledge and skills for personal and professional enrichment.

# **Our Strategic Goals & Objectives**

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## **Goal One: Boost library visibility and expand community outreach**

### *Objectives*

1. Ensure a consistent and engaging library presence
2. Analyze and allocate resources
3. Implement a creative approach

## **Goal Two: Support staff success**

### *Objectives*

1. Enhance internal communication
2. Facilitate staff development
3. Streamline processes and workflows

## **Goal Three: Ensure accessibility to library services and resources**

### *Objectives*

1. Identify barriers and execute necessary improvements
2. Provide functional and adaptable spaces
3. Explore assistive technologies and equipment

## About the Strategic Planning Process

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Ritter Public Library initiated its strategic planning process in January 2024, organizing the plan around three key strategic goals, each backed by specific objectives and actionable items. This plan serves as a comprehensive guide for decision-making and effective resource allocation.

Dedicated to serving its community, Ritter Public Library actively involved local residents in the planning process through a Community Focus Group and a Community Survey. The online survey garnered 463 responses, providing valuable insights, while the focus group included patrons and community stakeholders. Feedback from these efforts highlighted a high level of community satisfaction, with many praising the library's innovative programming and helpful staff.

The strategic plan was developed through collaborative efforts involving the Board of Trustees, leadership team, and library staff. The development process included the following sessions:

- **All-Staff Planning Session:** Staff worked in small groups to brainstorm ideas around themes such as relevancy, healthy solutions, diversity and inclusion, failure and innovation, and partnerships.
- **Board of Trustees Retreat:** The board formulated the library's mission, vision, and values, utilizing insights from the surveys and focus groups within a SWOTA (Strengths, Weaknesses, Opportunities, Threats, and Aspirations) framework.
- **Leadership Team Retreat:** The team examined strategic goals through four library-specific perspectives (Patron, Staff, Internal Processes, Organizational Resources), leading to the establishment of objectives to achieve these goals.
- **SMART Action Items Session:** This session focused on creating detailed action steps using the SMART (Specific, Measurable, Achievable, Relevant, Time framed) method to support the strategic objectives.

Themes identified from the survey, focus group, and planning sessions are interwoven throughout the strategic plan. These themes, supported by specific objectives and actionable steps, position Ritter Public Library for a dynamic and responsive future.

# Acknowledgments

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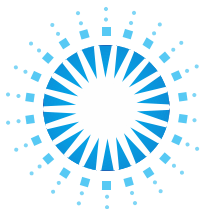
***Board of Trustees***

***Leadership Team***

***Staff***

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